

# BFF BENEFIT SUMMARY SHEET

For Employees Hired On or After January 1, 2007

## FRINGE BENEFITS AND WELLNESS

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- **CAFETERIA PLAN**  
\$350.00/month towards medical plan  
plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Voluntary plan through VSP
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
Firefighters Local FAST
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**  
\$10,000 Voluntary plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Work-related accident up to \$50,000

## RETIREMENT BENEFITS

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- **RETIREMENT – PERS**  
**3.0% @ 55 OR 2.7% @ 57**  
(depending on PERS membership date and City hire date)  
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **401A**  
Mandatory \$30.00/month employee contribution
- **POST EMPLOYMENT HEALTH PLAN**  
\$30.00/month employer contribution, and 100% of the cash out value of vacation and 100% of the cash out value of sick leave at time of separation

## VACATION AND HOLIDAYS

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- **VACATION (40 Hour Employees)**  
Less than 8 years of service.....2 weeks/year  
8-16 years of service.....3 weeks/year  
17+ years of service.....4 weeks/year
- **VACATION (56 Hour Employees)**  
Less than 8 years of service...six (6) 24 hour shifts  
8-16 years of service.....nine (9) 24 hour shifts  
17+ years of service.....twelve (12) 24 hour shifts
- **HOLIDAYS (40 Hour Employees)**  
12 fixed

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **SICK LEAVE**  
8 hours/month for 40 hour employees  
12 hours/month for 56 hour employees
- **BEREAVEMENT LEAVE**  
3 days for 40 hour employees /eligible death  
2 shifts for 56 hour employees/eligible death
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **JURY DUTY** Unlimited
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)

## MISCELLANEOUS

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- **UNIFORM ALLOWANCE**  
\$532.00/year; Safety equipment provided
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
50% up to \$750.00/fiscal year per terms in MOU
- **EDUCATIONAL INCENTIVE PAY**  
30 College units or CFO/CFPO.....\$60.00/month  
60 College units or AA/AS.....\$115.00/month  
BA/BS.....\$200.00/month  
MA/MS.....\$300.00/month
- **WORK SCHEDULE**  
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.